

ADC and ADOT Clean Valley Freeways

Inmates from the Arizona State Prison Complex-Perryville are removing litter along Phoenix area freeways at a fraction of the cost.

The Arizona Department of Corrections and the Arizona Department of Transportation are partnering to provide taxpayers with a cost effective way to clean up litter along some of the most littered sections of highway in the state, those in the Phoenix urban area.

Compared to what it would cost ADOT to hire private contractors, the employment of prison inmates at inmate wages will provide substantial savings to the ADOT and its customers.

Under the pilot program, a crew of 20 female minimum security inmates from the Perryville prison complex will work along a section of freeway five days a week during the non-rush hours of 9 a.m. to 3 p.m.

For the Department of Corrections, it is an



Correctional Officer James Nash supervises an inmate work crew.

continued on page 3

Holiday Messages

The unwavering commitment of the "Corrections Professionals" of the Arizona Department of Corrections is not only unparalleled, you matter-of-factly continue to perform the most difficult public safety duty in Arizona. Regardless of the challenges that confront us all, you always persevere in amazing fashion, and take care of business. Particularly during these incredibly challenging times, I am especially proud of and thankful for you, and extend to you and your family, a most joyful and peaceful holiday season.

Deputy Director Chuck Ryan

To all the hard working staff that make all the difference, happy holidays and thank you for another year of excellence.

Assistant Director Rob Olding



continued on page 5

In This Issue...

"When it comes to workplace giving, ADC employees are in a special category," said Director Terry Stewart.....2

"The Oral Board's observations and suggestions will assist in preparation for advancement," said Inspections bureau Administrator Jeff Hood.....6

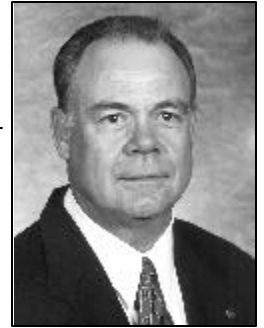
Fort Grant was originally built as an Army Cavalry Post at the foot of Mt. Graham in 1872 under the Direction of General Crook.....7

For the first time, ADC female inmates are learning about servicing automobiles.....9

Don't challenge ADC service dogs.....12

DIRECTOR'S PERSPECTIVE

by Terry L. Stewart



Holiday Greetings to the ADC Family

When it comes to workplace giving, Arizona Department of Corrections employees are in a special category, committed to helping others whether they are co-workers, family members or people they have never met.

The outpouring of support to help the victims of September 11 was not in itself surprising. ADC employees gave freely to this cause as did the rest of the country. However, our employees have not ignored needs in our local communities. This year, our Department has selflessly donated \$379,000 to the State Employees Charitable Campaign that benefits more than 570 charitable groups. By assisting the SECC, our employees have touched the lives of one out of every three Arizonans.

The holiday season is a time of gratitude – for the freedoms we share as a nation. We have seen how Americans face adversity and how their actions are an example of our nation's strength. We have nearly 300 ADC employees who are answering or are ready to answer our country's call to service by working in all branches of the military – securing our safety here and abroad.

On any given day, the Arizona Department of Corrections is responsible for the feeding, working, programming and educating nearly 28,000 inmates. Thousands of decisions are made regarding those in our charge. Even with staffing and budget problems, our employees manage to perform their jobs in an efficient and professional manner.

Confronted with the public's misconceptions of being a corrections officer, our officers continue to dispel negative stereotypes about this profession by representing to the media and public the finest caliber of dedication and heroism. Corrections officers work with some of the most dangerous inmates within our prison system – risking their lives on a daily basis without earning a salary that is commensurate to their true contribution to the public.

It is not only corrections officers who step up to the plate. Year-round our employees show their generosity. Corrections employees volunteer their services by coaching little league teams, serving on school boards, donating toys and food to those less fortunate, and helping out a fellow employee who has suffered a personal or financial hardship.

It is an honor and a privilege to serve as your Director and to represent your interests and concerns. I would like to take this opportunity to thank everyone for your work this year and wish you all the happiest of holidays and all the best in 2002.

Together we will face the challenges ahead.

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QWL-21 Status Report:

1.0 Major Shift culture/Open dialogue Director- Director Stewart has ensured ADC staff are being informed correctly and in a timely manner regarding any budget issues by the Arizona State Legislature that affect the Department.

17.0 Pay status unchanged from last reporting period.

Total number of administrative adjustment requests for supervisor/ subordinate pay issues, as of November 30 is 140.

The estimated dollar amount requested is \$461,047.

Status unchanged from last reporting period on the other two pay issues, included within this category:

- COIII's, COIV's and Parole positions - Estimated dollar amount \$430,000.

- Peer-to-Peer inequities (employees whose salaries are not comparable to others with similar education, experience and tenure with the agency) - Over 20 requests at over \$100,000.

19.0 Investigations and Discipline/Managers Training

Total number of Mistakes and Misconducts from April to November.

Complex Mistakes Misconducts

Douglas	46	42
Florence	126	72
Perryville	36	23
Phoenix	34	47
Winslow	15	41
Eyman	380	126
Lewis	70	60
Safford	16	27
Tucson	284	62
Yuma	70	110
Totals	1077	610

continued from page 1

opportunity to provide a community betterment work program to low custody inmates, who will be paid wages of \$.50 an hour.

"I believe this is a win-win situation," said Corrections Director Terry Stewart. "First, for ADOT there are substantial cost savings. And for our agency, it provides a viable work program for female inmates while returning something to the community. Ultimately the taxpayers win because they get cleaner freeways at a minimal cost."

For ADOT, the program helps address the ongoing problem of picking up large amounts of trash and litter in areas not currently covered by the agency's sponsor-driven cleanup program, known as "Corporate Adopt-a-Highway."

"We've been looking for innovative ways to bolster our own efforts. There are still plenty of littered areas that we just can't get to on a timely basis, given our maintenance budget limitations," said ADOT Director



ASPC-Perryville Correctional Officer Debra Bachman gives instructions to inmates.

Victor Mendez.

No inmates serving sentences for murder, kidnapping, crimes against children or sex crimes will be allowed to participate. The inmates must also be free of disciplinary citations for a minimum of six months. The work crew will be supervised by two correctional officers.

Each day, ADOT will identify a different section of highway where the work will be performed. Inmates will not know where they will be located from day to day.

Arizona Department of Correction

ASPC-Tucson Serves up a Thanksgiving Feast

By Alexandra Benlein, Executive Staff Assistant ASPC-Tucson



ASPC-Tucson Correctional Officers Jason Ehers, Bennetta Carillo and Terri Daniel along with Michael and Sheila Allen of St. Mary's Hospital serve meals to the children of the Arizona Children's Association.

Somewhere Pilgrims and Native Americans from yesteryear are smiling at the efforts of ASPC-Tucson's staff this past Thanksgiving.

Staff from all areas of the Tucson Complex volunteered to help children of the Arizona Children's Association, approximately 20 children ranging in age from 5 to 15, by cooking dinner, setting up collection posts and entertaining

them on Thanksgiving.

Shannon Carloss, volunteer coordinator for the Arizona Children's Association, said, "The Arizona Department of Corrections came to our rescue. The group of people who usually cook Thanksgiving dinner for the children backed out of the commitment."

On the morning of Thanksgiving, volunteers arrived at the Children's

Association and boxes of food were unloaded into the kitchen. Volunteers worked diligently to provide these underprivileged children a joyous Thanksgiving. After three hours of preparation, the turkey was ready to be carved and the children were served a wonderful Thanksgiving dinner.

The tremendous response from staff at the Tucson complex and St. Mary's Hospital was overwhelming. Soon after e-mails were sent out to employees requesting food donations and volunteers, the phones at the Tucson complex started ringing off the hook. There were enough volunteers to not only cook and serve food, but to plan activities and games. Also, sports equipment and toys were donated to provide entertainment. Staff from all areas throughout the complex responded.

The event brought joy to the hearts of the children and the staff of the Tucson complex, St. Mary's Hospital and the Arizona Children's Association.

Employees at the Tucson complex and St. Mary's Hospital are scheduling year-round events to help children in the care of Arizona Children's Association.

ASPC-Safford Creates Ornaments

Kim Killa, Program Project Specialist, ASPC-Safford

With the help of Mesa Police Detective Liz Trujillo and a group of Safford employees, the holiday season may be a little brighter for the men and women of ASPC-Safford serving in the Reserves. The employees are creating Christmas ornaments.

Armed with styrofoam balls, 40 pieces of red, white and blue material, ribbon, pins, and a glue gun, Detective Trujillo gave a quick lesson in ornament making. The ornaments, along with a letter and a copy of the "Soldiers Christmas" poem were sent out to ASPC-Safford employees serving our country.

During this holiday season, we at the ASPC-Safford want to wish each and every ADC employee a very Merry Christmas and a "big thank you" to all members of the armed forces, and pray for their safe and speedy return.



ASPC-Safford's Christmas Ornament operation showing off their creations.

Employees in the Holiday Spirit

ADC has their Major Claus

by ASPC-Phoenix Correctional Officers Jasper McFarland and Joann Guyer

On December 19, Santa, Major **James Klein**, flew in from his substation in Florence to join the Phoenix Complex Christmas party at the Thomas J. Pappas School for the homeless.

Santa joined ASPC-Phoenix staff and kindergarten and high school students to celebrate the holidays. At the parties, staff, gathered "wish lists" from Pappas students and distributed gifts.

Through the direction of Officer **Jasper MacFarland**, ASPC-Phoenix is involved in supporting the school through yearlong donations of food and clothing.



From L to R: Jennifer Abbotts, CO II Rodney Daughtery, CO II Bernadette Morales, Deputy Warden Darrin Hays, Steve Smikla, COIII Paul Smerko, CO II Jasper MacFarland and CO II John Weiss.

Holiday Greetings continued from page one

To one and all---wishing you a joy filled holiday season. ADC and Arizona are a great place to be and work. My best wishes for the coming new year.

Deputy Director Rob Jones

During these times of historic turmoil, it is comforting to recognize that the corrections family continues to provide for the safety of the public each day. It is a privilege to be counted among you and I want to extend my most heartfelt appreciation for your efforts on behalf of the Department and the state.

Southern Region Operations Director Meg Savage

I wish all Arizona Department of Corrections Staff and especially the staff at ASPC-Eyman a very Merry Christmas. Thanks so much for the teamwork in the operation of Eyman Complex.

ASPC-Eyman Warden Charles Goldsmith

The Holiday season is a time for celebration and hope for the New Year. Warmest wishes to each of you and your families for a happy and safe holiday season. May they be filled with joy, good health and peace.

Deputy Director Richard Carlson

During these challenging times, it is refreshing to know that we have such dedicated, thoughtful and motivated employees. Thank you for a job well done and Best Wishes to you and your family during the Holiday Season.

ASPC-Florence Warden Bennie Rollins

The office of Intergovernmental Liaison would like to thank everyone who has answered questions, researched issues and helped us maintain a professional relationship with our peers.

Intergovernmental Liaison Bob Forry

I sincerely appreciate the exceptional, relentless effort undertaken by staff while accomplishing their job duties and assisting one another. I am grateful to all support staff within ADC who are crucial to smooth daily operations, and to Community Corrections staff whose attitude and dedication make the world a better place.

Assistant Director Nancy E. Hughes

I wish all Perryville staff a happy holiday season and a huge thank you for making my first nine months at Perryville the most rewarding of my career. A special thanks also to Warden Rollins and his Offender Information Unit, Wardens Terry, Thomas, Goldsmith and former Wardens Parin and Vannelli who all have been a tremendous help.

ASPC-Perryville Warden William S. Gaspar

Merry Christmas and Happy New Year to the best team in the State of Arizona, you the Arizona Department of Corrections Staff.

ASPC-Winslow Warden Dave Cluff

I want to thank our employees for their commitment and hard work, here and abroad. Despite our national tragedy in September and our recent budget woes at home, our staff have stood proudly to ensure the safety of each other and the citizenry of our Great State.

ASPC-Yuma Warden Sam Sublett

I wish all employees a safe holiday season. Through the efforts of all staff, the community betterment work performed, the Intergovernmental contracts we service, and effective prison management, we have continued to provide a better and safer environment for the citizens of Arizona.

ASPC-Douglas Warden Greg Fizer

Oral Board's Advice to Candidates

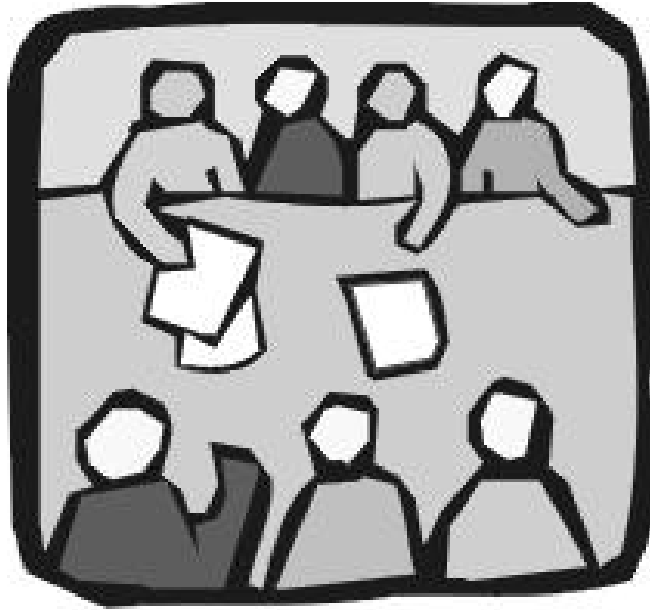
By Jeff Hood, Inspections Bureau Administrator

On three separate occasions in the last 7 months, oral board interviews for promotional opportunities for the ranks of Major and Associate Deputy Warden were held at the request of Prison Operations. The results of these interviews, which were conducted by a panel of Wardens, were utilized to assist in the selection of individuals for statewide promotion into uncovered positions.

As a panel member for each of these processes, I was afforded the opportunity to observe the preparation and presentation of scores of candidates. It was encouraging to see the talent, commitment and enthusiasm possessed by this group of future administrators and leaders.

The process was very educational in terms of observing the preparation that many of the candidates underwent in anticipation of taking on increased responsibility. I'd like to share some common traits and practices of the most successful interview candidates; hopefully, these observations and suggestions will assist in your preparation for advancement into these positions as your career develops.

Recognize you are in competition with your peers. Ask yourself this simple question, "What makes me a better candidate than someone else?" The best prepared candidates conducted an honest assessment of their experience, education and skills. In many cases, this assessment also involved seeking guidance and feedback from a mentor or leadership figure. The first step is to assess where you are in comparison to where you want to be;



this provides a "map" of the steps you should take to prepare yourself for advancement.

Take specific steps to strengthen your candidacy. The successful candidates recognized their weak areas, and took steps to strengthen their experience in the area where they were most lacking. For example, many candidates recognized the Department values higher education, and took steps toward achieving a college education.

Broaden your perspective. The Arizona Department of Corrections is a very large, dynamic, and complicated operation. The more knowledgeable you are about how the Agency operates as a whole, the better prepared you will be to take a leadership role. Gain experience at different custody levels and with different populations (if possible). Seek out special tasks and assignments. Keep current on developments and activities throughout the Department - the Directions Newsletter is a great place to start with this, as is the ADC

website.

Do your homework. The best candidates researched the job requirements of the position they were applying for. Research the job description and talk to people who are serving in the position which you are interested. Find out what they are responsible for and how they spend their time. If possible, ask to spend some time with them during the course of their day, in order to better understand the scope and dynamics of their role.

Prepare for the interview. First, anticipate the types of questions you

may be asked. For example, when preparing for an interview for an administrative position, you can anticipate the questions will deal with management expectations for that level in the organization, and will logically include questions associated with the role and responsibilities of that job.

Second, practice answering questions. Focus on the content of your answers as well as the delivery, to include staying on task, speaking mannerisms, eye contact, etc.

Finally, ask someone (or several people) to put you through a "mock interview." The selection of these individuals is important, as you need to identify people who will provide you with honest and meaningful feedback.

If at first you don't succeed. Not everyone gets promoted the first time they compete for a position. Many candidates interview several times before they are selected for promotion; the most successful ones learn from their experiences and take steps to improve themselves for the next opportunity.

Did You Know.....?



Correctional officers standing outside the Florence administration building in 1950.



The prison yard at the Yuma Territorial Prison in 1895



Buffalo Soldiers entering a building at Fort Grant in 1887

- Fort Grant was originally built as an Army Cavalry Post at the foot of Mt. Graham in 1872 under the Direction of General Crook.
- In 1875, the Eighth Territorial Legislature proposed a bill calling for the establishment of the first penitentiary in Arizona. The bill led to the creation of the Yuma Territorial Prison in 1876.
- In August 1877, Billy the Kid was captured and jailed at Fort Grant for killing another man in a bar. He later escaped and went to Lincoln County, New Mexico.
- In the late 1880's, the Buffalo Soldiers of the 10th Cavalry stationed at Fort Grant were used for civil duties and chasing train robbers.
- Yuma Territorial Prison Cellblock housed over 3,000 prisoners over a period of 33 years.
- C.J. Jackson (#3069), was the last prisoner admitted to the Yuma Territorial Prison on July 20, 1909. He was convicted of Adultery and sentenced to 3 years.
- Arizona Prisoners were all transferred from Yuma to Florence in the early 1900's.
- The Florence prison had Arizona's first death chamber. Inmates were hung at the Florence prison.
- The ASPC-Florence administration building, constructed in 1928, is the oldest standing building at the complex. It was also an officers' living quarters.
- The gates leading into Florence's Central Unit were brought to Florence from the Yuma Territorial Prison.
- In 1968, the Department was born and consisted of only four facilities: Florence, the Arizona Industrial School at Fort Grant, the Safford Conservation Camp, and the Arizona Youth Center in Tucson. Today, ADC has grown to 10 prison complexes.



Juveniles eating lunch at the Fort Grant Industrial school in 1962.

Perryville Inmates Sling Mud

by Deita Thompson, ASPC-Perryville Education Administrator



The curb around the tree and in the background was part of the adobe project.



Inmates and staff constructed this adobe pathway.

In spite of recent budget cuts, inmates at the Arizona State Prison Complex - Perryville's Santa Cruz Unit are enhancing the appearance of the prison.

The Santa Cruz Unit is constructing curbing, fence footings, pathways, retaining walls and decorative landscape borders with adobe.

Under the guidance of Deputy Warden Madeleine Perkins, CO II Steilen and the dedicated staff of Santa Cruz, they have pro-actively assessed their needs and developed workable solutions to the problems using only currently available resources. Staff are taking grass clippings from their lawns, dirt and water to create adobe. Using adobe staff and inmates

have completed needed projects that would have otherwise cost the Department thousands of dollars in concrete and hundreds of dollars in trash bags and disposal fees.

Thanks to the creative efforts of staff, the adobe now allows the limited funds available to be devoted to other operational and safety needs.

Change-out Facility Construction on Hold

Richard Carlson, Deputy Director, Administration

The Department of Corrections recognizes the need for officer change-out facilities, but the economic situation of the Department will force the project to be put on hold.

Corrections officers are easily identified by their uniforms, increasing the likelihood of them being subjected to harassment or physical danger by persons they encounter to and from work. For this reason, ADC hired an architect to estimate the cost of providing a

staff change-out facility at each complex, except for Tucson and Lewis, which already have such facilities. The estimated cost of providing an officer change-out facility at the remaining 11 prisons is nearly \$900,000.

When the Department's financial situation improves, ADC will reexamine this program with the hope of implementing it, should conditions and officer interest warrant its need.

In the Department's continuing efforts to enhance staff security, the feasibility of change-out facilities at

each of the prisons was investigated. These change-out facilities would include lockers and benches; would afford officers the option of wearing street clothes to and from work and changing into their uniforms in a modular unit outside the secure perimeter, making them inaccessible to all inmates.

Be assured the Department remains committed to employee safety and will implement measures to ensure such safety to the extent that financial constraints allow.

Teaching Inmates To Go Under the Hood

By Larry Markle, Rio Salado Automotive Instructor and Guadalupe Federico, Equipment Shop Supervisor

For the first time, female inmates in the Arizona Department of Corrections are learning about servicing automobiles.

Under contractual agreement, the Department of Corrections partnered with Rio Salado College to provide vocational skills in automotive technology to the all female population at ASPC-Perryville. Larry Markle, Rio's Vocational Trainer, Guadalupe Federico, ASPC-Perryville's Equipment Shop Supervisor, and Carl Cutter, Repair Technician worked hand in hand to develop the first program giving female inmates the opportunity to learn the fundamentals of automotive repair while maintaining over 180 vehicles for the department. The vehicle inventory includes everything from golf carts to dump trucks. It is possible the attention to detail shown by the inmates has enabled the Motor Pool to run under a significantly reduced vehicle repair budget.

The program teaches skills such as brake repair, tune-ups, computer diagnosis, suspension repair, and all preventative maintenance. An inmate who successfully completes the basic program earns college credits in addition to marketable job skills.

According to Carl Cutter, repair technician, an inmate reports to the job and class simultaneously, learning the invaluable lesson of work ethic along with the challenge of obtaining an

education. Besides the continuous "hands on" experience, inmates are expected to meet the required course competencies of a college level class. The basic program is self-paced and takes four to six months to complete. There are currently 12 women enrolled; two of those will be finished with the entire program December 2001, and an additional eight are scheduled to be complete in January 2002.

At the request of Motor Pool staff, an advanced level certificate program has been designed that will teach more in-depth and complete automotive skills while preparing these students to pass the Automotive Service Excellence certification, a national accreditation widely recognized in the automotive industry.

One inmate stated the program will prevent her from returning to prison. She said the skills she's learning will enable her to earn an honest living.

This program began a short five months ago and the first job these women performed was the replacement of an alternator on a Ford van. They



Larry Markle, Rio Salado Automotive Instructor and Guadalupe Federico, Equipment Shop Supervisor work with female inmates.

worked together in a group of four, and after three hours had removed the alternator. Although this is normally a job that could have been completed in an hour, this first experience at repair was a memorable one for them. They came to the supervisors carrying the alternator as though they were carrying their first born.

Since then, these students have replaced many alternators, starters, water pumps, hoses, belts, window motors and brakes. They have also performed tune-ups and a wider variety of repairs than many auto repair shops in the industry.

TQM Teams Look at Staff Safety

by Staff Safety Officer Don Brown

Northern and Southern Staff Safety teams have been commissioned to identify and recommend changes that will improve and advance staff safety in the ADC workplace.

Since the first quarter of this year, staff safety teams have been holding meetings at different prison locations within their region. During the visits,

TQM staff have broadened their horizons, and gained new perspectives. They can see and appreciate first hand what it is like to work in certain prison environments. For example, team members are able to compare staffing levels and personally observe the different design features and constructions in each prison.

As a result of their visits, the Northern TQM has circulated an Officer Safety survey identifying the need for a change in our on-the-job training program for corrections staff. The Southern TQM is proposing changes in

continued on page 12

Training is the Key

Training Requirements Change

by Gail Rittenhouse, Administrator - Staff Development and Training Bureau

In response to the projected budget reduction, Director Stewart has revised the training requirement for each employee in Training Year 2002. The reason for the temporary reduction is a cost savings measure. Many institutions have historically been able to send uniformed staff to training only by paying other staff overtime to cover their shifts - or by paying staff overtime to attend training after their shifts are completed. With the tightened budget, the Department can no longer afford to pay overtime in this manner.

When faced with the problem of the severely curtailed budget, the Staff Development and Training Bureau redesigned and scaled back the Training Plan to ensure it addresses all externally-mandated training and minimum safety training for our employees. Most uniformed staff who need FA/BLS can anticipate approximately 24 hours of training for the year.

By the nature of their positions, non-uniformed staff have much less mandated training, so will only have a 90 minutes formal requirement.

Whether you are uniformed or non-uniformed staff, the reduced number of hours should not be considered your maximum number of training credits for the year. Any employee who can attend training without incurring overtime is urged to continue professional

development by attending classes.

There are new classes available now and several more will be added during the year. Among the new classes are: **Workplace Relations: Ethics and Attitude, Staff Officer Safety: No-contact Self Defense and Contraband Control, Supervisory Issues: Making a Personal Impact, Working Effectively with Difficult People and Conflict Resolution**

Another feature of the coming Training Year is a renewed focus on self-paced and individual study training. There is a new self-paced course on **Inmate Transportation and Movement**, which is recommended for all security staff who might need to transport an inmate. There will also be five books for study available through your Training Officer or by simply checking them out at your public library. You may read these books, write a brief statement about something you learned that can be applied at your job with ADC, and receive training credit. Your local Training Officer will have more details after the books are purchased.

The important thing to remember is that learning does not stop in tough times. I urge each of you to make training a priority for yourself so your professional development does not need to be on hold, but can continue moving forward until better financial times return.



Instructor Development

by Gail Rittenhouse, Administrator - Staff Development and Training Bureau

When students remember the most effective training classes they have ever taken, it's likely they remember the instructor.

The teaching ability of an instructor has an enormous impact on a student's learning experience. ADC recognizes the importance of the instructor. This Training Year, one of the Staff Development and Training Bureau's objectives is to focus on instructors who work so hard for the Department, yet still find the time to teach. The Department would like to identify, support, recognize, appreciate and offer further development to these people.

The Training Bureau is improving and restructuring the roles of instructors within this agency. To do this, the Training Bureau needs employee feedback. Some instructors may have already participated in focus groups at three institutions, and more focus groups are scheduled for the months of December, January and February.

In January, the Department will be sending a simple questionnaire to every instructor. I urge all instructors to answer and return this questionnaire. The questionnaire was designed to take no more than two minutes to complete.

Based on focus group and questionnaire input, the duties, roles and responsibilities of ADC instructors will be redefined.



ADC Employees on the Move: December Retirement

Deputy Warden of Prison Operations
Harley Maxson ASPC-Phoenix

What's New at adcprisoninfo.az.gov

ADC Policies affecting the public are open to suggested modification, and a statement to this effect has been posted on the Policy section of our site. Recent policy modifications have been:

- **DI 182** - Inmate Property
- **DI 183** - Compensatory Leave
- **DI 184** - Levels of Supervision
- **DI 185** - Fingerprint Cards
- **DI 186** - PC Sanitization
- Expansion and revisions have

been made to the **CO Hire Report** beginning December 2001.

Revisions have been made to **DO 518** - Personnel Rules, Delegated Authority, and minor changes and attachments to DO 120, 503, 504, 709, 713, 909 and 1101

Over one thousand additional **inmate photographs** for Inmate Datasearch (Additional Inmate Detail) and many **new articles** for the on-line In The News feature were added in November.

Several new pages were added to the **ADC Community** feature relating to SECC achievements and activities.

What else?

The **most frequented** pages of ADC's Web for **November 2001** were: Datasearch IList (List of Matching inmate names) 135483 'hits' (up over 25% on last month), with the following pages in rank order: Inmate Detail, Inmate Commitment and Inmate Sentence information. Fifth in the list was the ADC Home Page with 49527 'hits'. Following these come the Inmate Datasearch cover page (ISearch); Inmate Profile Classification; Inmate Disciplinary; Inmate Housing and Inmate Additional Information (including, where available, the inmate photograph). The statistics show that the **Inmate Datasearch** continues to be ADC's most popular web information feature, and its use has increased over last month.

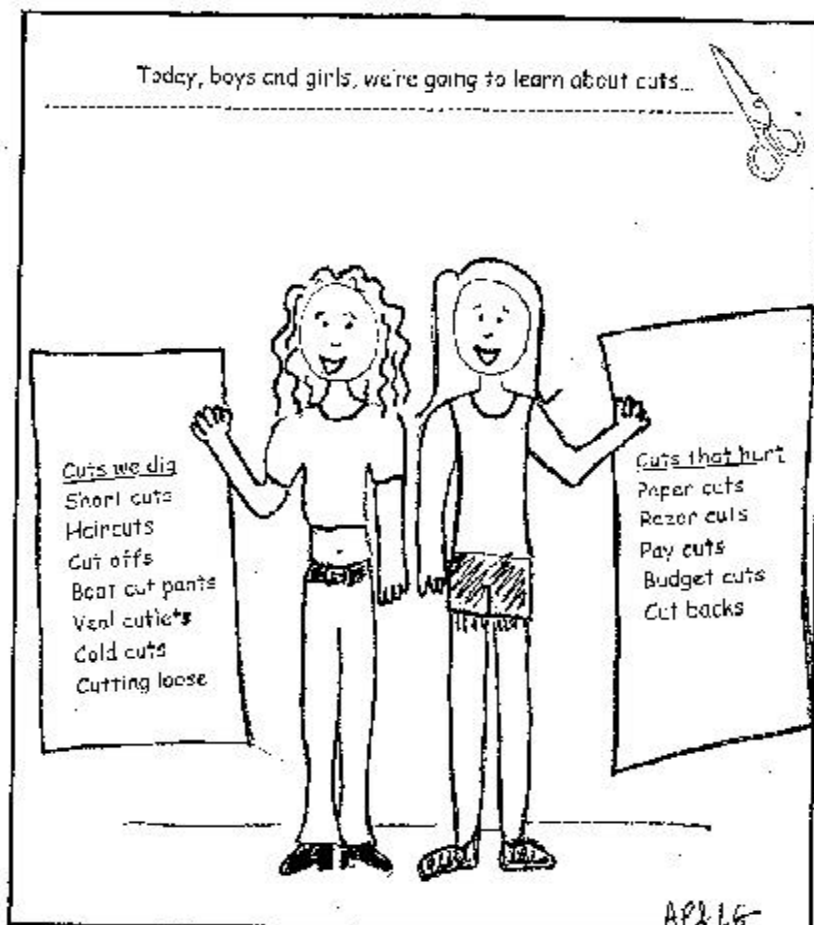
Paul Lamprill, ADC Webmaster

Coming Soon to a complex Near You: Auditions for ADC Videos



The ADC Video Studio will be coming to your complex next year to discover the Department's unknown talent. Details released soon.

Pun Intended



Dog Gone We're Good

by Steve Lowe, Service Dog Program Administrator



Top (Left to Right): Parick Eville, ASPC-Lewis, Kenny Vance, ASPC-Florence, Bryant Ogle, ASPC-Florence, Steve Arvallo, ASPC-Lewis, Jose Fusner, ASPC-Perryville, Shawn McKinley, ASPC-Eyman, Steve Lowe, Service Dog Program Administrator, Bottom (Left to Right): Pattie Hargis, ASPC-Tucson, Rebecca Moore, ASPC-Phoenix and Richard Parmer ASPC-Eyman.

The law enforcement community is discovering what Arizona Department of Corrections inmates have known for a long time, "Don't challenge ADC's service dogs."

Recently, the Department's Service Dog Program had a strong showing at the 13th Annual Tucson Area Police Canine Trials. Participants came from far and wide, with some teams coming from as far as Germany to compete.

The Department earned nine awards in the competition including: **Agency Narcotics Detection Awards**: 1st Place ADC Northern Region and 2nd Place ADC Southern Region.

Individual Awards: Narcotics: 4th Place **Patrick Eville** and Rocky, Lewis Complex and 8th Place **Rebecca Moore** and Kira, Phoenix Complex, Building Search: 3rd Place **Richard Parmer** and Anka, Eyman Complex and 7th Place **Rebecca Moore** and Kira, Phoenix Complex, Area Search: 7th Place **Richard Parmer** and Anka, Eyman Complex, Tactical Obedience: 6th Place **Rebecca Moore** and Kira, Phoenix Complex, Handler Protection: 7th Place **Richard Parmer** and Anka, Eyman Complex.



ADC Service Dog Class 14-46 at the Correctional Officer Training Academy in Tucson.

Recently, the Department of Corrections graduated Canine Academy Class 14-46.

The Handler Cadets and their four-legged partners were trained over a seven-week period. They were tested with the National Police Canine Association for Narcotics Detection, Handler Protection and Patrol Functions.

There were a total of five new Teams certified. The



teams are Douglas Complex: CO II S. Brooks and Oden, Florence Complex: CO II K. Vance and Rowdy, CO II B. Ogle and Wooley, Lewis Complex: CO II R. Gierke and Paula, Tucson Complex: CO II R. Gomez and Tio.

continued from page 9

visitor and staff parking, and improvements in access control to some prison locations. The TQM staff from Central Office are preparing a survey to address the physical fitness and well-being of ADC staff.

While corrections staff do not receive hostile fire or hazardous duty pay like our armed forces currently serving in Afghanistan and elsewhere, they

continue to fight daily battles of their own in our prisons, providing optimum levels of public safety. As President Bush has pointed out our military needs to change and "reinvent itself", so too must other organizations look to do the same thing. The ADC Staff Safety TQM committees take their roles seriously, and are focusing on rewarding their fellow corrections staff with the best practices

that will continue to advance Staff Safety in all ADC workplaces.

Remember, employees must talk to their supervisor if they have a concern regarding a safe practice or operational policy. If the issue involves staff safety, an employee may file an Information Report. If the issue goes unresolved after a reasonable period of time, use the Staff Safety Hotline. Call 1-866-787-SAFE [7233] to report any concerns.